

**DEPARTMENT OF VETERANS AFFAIRS**  
**Veterans Health Administration**  
**Title 38, U.S.C. Sec. 7404 Salary Table**

**San Antonio - 18 %**

NURSE SCHEDULE for EFDAs										
	1	2	3	4	5	6	7	8	9	10
JUNIOR	\$42,563	\$43,981	\$45,399	\$46,818	\$48,236	\$49,654	\$51,073	\$52,491	\$53,909	\$55,328
ASSOCIATE	\$49,784	\$51,443	\$53,102	\$54,761	\$56,421	\$58,080	\$59,739	\$61,398	\$63,057	\$64,716
FULL	\$57,853	\$59,781	\$61,709	\$63,637	\$65,566	\$67,494	\$69,422	\$71,350	\$73,278	\$75,206
INTERMEDIATE	\$69,996	\$72,329	\$74,662	\$76,995	\$79,328	\$81,661	\$83,994	\$86,326	\$88,659	\$90,992
SENIOR	\$83,897	\$86,693	\$89,490	\$92,287	\$95,083	\$97,880	\$100,676	\$103,473	\$106,270	\$109,066
CHIEF	\$99,764	\$103,090	\$106,415	\$109,740	\$113,065	\$116,390	\$119,716	\$123,041	\$126,366	\$129,691
ASST. DIRECTOR	\$117,891	\$121,821	\$125,750	\$129,680	\$133,609	\$137,538	\$141,468	\$145,397	\$149,327	\$153,256
DIRECTOR	\$138,671	\$143,293	\$147,915	\$152,537	\$157,159	\$161,782	\$166,404	\$171,026	\$175,648	\$180,270

**Office of the Chief Human Capital Officer**  
**Effective - January 1, 2023**

NOTE: The adjusted annual rates of pay shown on this schedule are applicable to employees in the coverage area indicated below. These adjusted rates are considered basic pay for retirement, life insurance, premium pay, and severance pay. They are not considered basic pay for pay administration purposes.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page:  
[Locality Pay Area Definitions 2023 \(opm.gov\)](#)